

MILPERSMAN 1301-904

SERVICE COLLEGES

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References	DODI 1300.20 of 20 Dec 96 10 U.S.C. 661 DODD 1322.6 of 24 Feb 97
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1. General Information

a. Attendance at a Service College is considered a significant milestone in the professional development of a naval officer. This education is designed to enhance the competence of officers with high promotion potential who are selected for attendance. The following documents apply:

(1) MILPERSMAN 1520-010.

(2) The annual Joint Professional Military Education (JPME) Quota Plan (published by Chief of Naval Operations (CNO), Joint and Contingency Matters Branch/Military Personnel Plans and Policy Division (N123J/N13J)).

b. The list of service colleges is provided in Exhibit 1.

2. Policy

a. Navy Personnel Command (NAVPERSCOM) detailing division directors (PERS-41, 42, 43, and 44) include service college fill status in their SITREPS to NAVPERSCOM, Distribution Department (PERS-4).

b. Any officer proposed and accepted by NAVPERSCOM, Professional Development Education/Subspecialty Branch (PERS-440) for service college student quota is not to be detailed unless a replacement is identified and specifically approved by NAVPERSCOM (PERS-440).

3. **Assignment Goal for Senior and Intermediate Service Colleges.**

Chief of Naval Personnel (CHNAVPERS) is committed to filling 100 percent of service college quotas with quality officers. The goal of CHNAVPERS is to ensure that

a. 25-35 percent Unrestricted Line lieutenant commanders (LCDRs) attend intermediate service college.

b. 35-45 percent Unrestricted Line Captains (CAPTs) attend senior service college. (At least 50 percent will have attended the Naval War College.)

4. **Assignment Policy for Joint Professional Military Education (JPME).** 10 U.S.C. 661 directs the Navy fill 50 percent of Joint Duty Assignment List (JDAL) billets each fiscal year with Joint Specialty Officers (JSOs) and JSO nominees.

a. Of that 50 percent, 12.5 percent may be made up of Unrestricted Line officers without JPME. The remaining 37.5 percent must be either designated JSOs or graduates of both Phase I and Phase II JPME.

b. To build the inventory of JSOs and to meet the Navy's 10 U.S.C. 661 requirement, assignment officers shall strive to assign at least 50 percent of JPME Phase I students (graduates of Army, Air Force, Navy, and Marine Corps service colleges) into joint follow-on assignments, to include JPME Phase II as an intermediate stop.

(1) Per DODI 1300.20, normal sequencing to qualify as a JSO requires that officers must first complete an approved professional joint education (earn JPME Phase I and JPME II credit) and subsequently to receive credit for a full Joint Duty Assignment (JDA).

(2) Officers in grades O-6 and below with a Critical Occupational Specialty (COS) - warfare/combat designators - are exempt from the normal sequencing and may qualify for JSO designation after a 2-year initial JDA followed by completion of Professional Joint Education.

(3) Officers who meet the sequencing provided in above paras. 4b(1) and 4b(2) shall automatically be considered to have been nominated for JSO. Officers nominated for JSO under these provisions will be identified semi-annually by NAVPERSCOM, Special Assistant for Joint Matters (PERS-45J) and forwarded for approval by Secretary of Defense (SECDEF).

c. To the maximum extent that career timing may allow, JPME Phase I and Phase II should be viewed as en route training for a joint tour. To most effectively use the Navy's limited Phase I and Phase II quotas, a concerted effort is needed to identify officers for joint follow-on duty as early as possible in the professional military education training process. **NOTE:** Logical candidates for JPME Phase II are officers with projected rotation dates (PRDs) within 1 month of the start of the Phase II class, who have completed Phase I training but have not completed Phase II training or a joint tour.

d. NAVPERSCOM (PERS-45J) will assign Phase II quotas and provide class date information to assignment and placement officers.

5. Assignment Policy for National Defense University (NDU).

10 U.S.C. 661 directs the assignment of all JSOs and a high proportion (greater than 50 percent) of all other officers graduating from NDU (Industrial College of the Armed Forces (ICAF) or National War College) to joint duty as their next assignment. The joint duty assignment can be deferred for some officers with SECDEF approval.

a. Joint duty is defined as an assignment that is identified by the Joint Duty Assignment List (JDAL). The list of qualifying assignments is published by Office of the Secretary of Defense (OSD) and is referred to as the JDAL. Joint billets are identified with a billet Additional Qualification Designator (AQD) of JD1 (non-critical joint billet) or JD2 (critical joint billet and requires fill by JSO).

b. Prior to assignment to NDU, detailers shall indicate to NAVPERSCOM (PERS-440) the joint follow-on assignment expectation for each proposed student. NAVPERSCOM (PERS-440) shall provide this information to NAVPERSCOM (PERS-45J) to aid in tracking and planning follow-on assignments to comply with statutory requirements.

c. At least 6 months prior to graduation, detailers will provide inputs to NAVPERSCOM (PERS-45J) of follow-on assignment to comply with statutory requirements.

d. At least 6 months prior to graduation detailers will provide inputs to NAVPERSCOM (PERS-45J) of follow-on assignment plans for each student.

6. **Eligibility.** Service college programs are for selected active duty (regular and reserve), Selected Reserve, Inactive Reserve, and Training and Administration of Reserves (TAR) officers in grades of commander (CDR) and CAPT for senior service colleges, and in the grade of LCDR for intermediate service colleges, or limited duty and warrant officers not warranted or essential for effective performance in future assignments.

7. **Service College Assignment.** CNO (N123J/N13J) promulgates the JPME Quota Plan, which directs the necessary distribution of Navy officers to the various service colleges. The Joint Chiefs of Staff (JCS) mandates the level of participation of naval officers at other military service colleges according to statutory requirements for those institutions to maintain joint accreditation.

a. Quotas to a Service College are distributed among various detailing communities per community inventory and representation on the JDAL.

b. Officers shall be assigned to service colleges per the JPME Quota Plan and community inventory.

c. The following minimum qualifications must be met for an officer to be assigned to a service college:

- (1) Less than 22 years maximum service. (There is no maximum age.)
- (2) Minimum rank of O-4 select for junior course.
- (3) Minimum rank of O-5 select for senior course.
- (4) Undergraduate degree from an accredited institution.
- (5) Personal desire to attend.
- (6) Ability to perform and contribute at the graduate level.
- (7) Community recommendation.
- (8) Potential for continued leadership/management growth.
- (9) Potential to promote. (Failure of selection disqualifies an officer from attending.)
- (10) Follow-on joint duty potential.

d. Waiver approval rests with NAVPERSCOM (PERS-44) override authority maintained by NAVPERSCOM (PERS-4).

8. **Service College Selection.** Service college selection for Unrestricted Line, Restricted Line, Civil Engineering Corps, and Supply Corps officers is made in conjunction with selection for promotion to the ranks of LCDR and CDR.

a. **Selection Period.** Officers remain selected for a service college until they fail selection to the next higher rank.

(1) A percentage of the officers selected for promotion to LCDR and CDR are selected for intermediate and senior service colleges respectively.

(2) All officers selected for promotion to Captain are considered to be selected for senior service college.

(3) Indication of an officer's selection for service college attendance is placed in Block 53 of the Officer Data Card (ODC).

b. **Administrative Screening**

(1) Officers proposed to a service college who were not selected by board action for service college attendance will be administratively screened. Respective community detailers nominate non-board-selected officers to NAVPERSCOM (PERS-440) for administrative review.

(2) CNO strongly supports the importance of senior service college attendance as a significant milestone in the professional development of a naval officer. In the long term, CNO desires that only our top performing officers, primarily post-command officers, attend regular senior service college programs.

(a) The overall objective is to develop a cadre of professional naval officers who are able to plan for and execute employment of naval forces in support of national objectives.

(b) To ensure that officers attending senior service college demonstrate the potential to provide intellectual leadership and sound judgement at the highest levels of defense, all nominations for senior service college shall be administratively screened within NAVPERSCOM before final

assignment. Nominees for these programs must be the highest quality officers.

(3) Officers intimately familiar with the subjective and objective requirements and standards of service colleges conduct the administrative review. NAVPERSCOM (PERS-440) will normally act as the final approving authority for administrative reviews.

(a) NAVPERSCOM (PERS-44) shall act as the final approving authority for all administrative screenings where the minimum qualification requirements for assignment are in question. (See para. 7.)

(b) Assignment division directors may appeal to NAVPERSCOM (PERS-4) to override initial assignment decision when circumstances warrant further review.

9. Service College Descriptions

a. **Naval War College.** The mission of the Naval War College is to enhance the professional capabilities of its students to make sound decisions in both command and management positions, and to conduct research leading to the development of advanced strategic and tactical concepts for the future employment of naval forces. Courses available include the Naval Warfare Course and Naval Command Course for senior officers, and the Command and Staff Course for LCDRs.

b. **National Defense University**

(1) National Defense University (comprising National War College and the ICAF) is involved with the development of officers for the exercise of joint high-level policy and staff functions. Focus is placed on the study of interdependence of the factors of national power, as well as the economic and industrial aspects of national security and resource management.

(2) Officers may attend the National War College or the ICAF only if their effective date of promotion to the grade of CDR falls on or before 1 August of each respective academic year. This policy ensures the desired level of seniority for students attending these institutions, thereby enhancing the overall educational experience.

c. **Joint Forces Staff College (JFSC).** The mission of JFSC is to educate and acculturate joint and multinational war fighters to plan and lead at the operational level of war. JFSC instructs students on the integrated strategic deployment,

employment, and sustainment of joint forces. Two JPME Phase II courses are available. A senior level course is provided for all O-6s and those O-5s who are graduates of a senior level service college. An intermediate level course is provided for all O-4s and those O-5s who are graduates of an intermediate level service college.

d. Other Service College

(1) Assignment of naval officers to sister service colleges is critical to achieving the joint diversity required for each institution to maintain its JPME accreditation status.

(a) As the institution authorized to grant JPME accreditation, the JCS has directed that the seminar mix for both junior and senior service institutions should include at least one officer from each of the two nonhost military departments.

(b) Per the 1996 Defense Appropriations Act, section 8084, senior level courses must have a minimum of 20 percent non-host military department student representation across their United States (U.S.) military student body. The JPME Quota Plan promulgated by CNO (N123J/N13J) is based on annual JCS direction that distributes quotas among the various sea service components, Navy, Marine Corps, and Coast Guard.

(2) Navy officers shall be assigned to the Air Force, Army, and Marine Corps service colleges per the JPME Quota Plan.

(3) Unrestricted Line officers shall be assigned to various Foreign Service colleges where professional military education exchange and country-to-country agreements have been established. Quotas for Foreign Service colleges shall be incorporated into the JPME Quota Plan.

(4) Officers attending a Foreign Service college should have potential for a utilization tour in the country or area to which they are assigned. Officers must be sufficiently fluent in the language of the host country to undertake the course of instruction. Preparatory language training may be provided if necessary.

10. **Number of Service College Tours.** Normally, an officer is assigned to only one service college at a given level; however, a very limited number of officers may attend more than one course at the senior level. **NOTE:** Attendance at an intermediate service college is not a prerequisite to selection or attendance at a senior service college, nor does attendance at an

intermediate service college preclude later assignment to a senior level course.

11. **Deferrals of Service College Assignment/Assignment Priority.**

Selected officers normally are slated to attend a service college, at or near their current PRD, during the 5-year period following selection. Certain types of duty, however, could cause deferral in attending.

a. For senior service college, prospective assignment to command, or executive officer (XO) (screened) billets are examples of operational duty, which could cause deferral.

b. For intermediate service college, cause of deferral would be duty as commanding officer (CO)/XO/departments head, postgraduate education (if conflicting), and certain high priority shore duty assignments including the first postgraduate utilization tour. Where deferral is necessary, attempts will be made to assign selectees to service colleges immediately after the deferral assignment.

12. **Obligated Service (OBLISERV) for Service Colleges**

a. Officers accepting orders to U.S. service colleges incur an active-duty obligation of 2 years, commencing upon completion of the course of instruction. Education beyond 1 year is subject to a two-for-one "pay-back." The period of OBLISERV required for a service college is additional to any other OBLISERV, which may have been incurred previously.

b. No OBLISERV is incurred by attendance at an international service college or JFSC; however, a member will incur a 2-month obligation for each month of language training if provided in preparation for assignment to a Foreign Service college.

13. **Fellowship Programs.** Participation in prestigious fellowships, such as the Federal Executive Fellowship, White House Fellowship, Secretary of Defense Fellowship, and the Legislative Fellowship is considered equivalent to attendance at a service college at the level commensurate with the officer's grade. While JPME credit was previously granted for participation in certain fellowship programs, as per JCS guidance, no credit will be granted for completion of an intermediate-level fellowship after academic year 1996-97 or for a senior-level fellowship after academic year 1998-99.

a. Policy and selection procedures are contained in various program specific instructions.

b. OBLISERV requirements for fellowships is governed by DODD 1322.6 which states that recipients of fellowships must serve on active duty after completion of their education or training for a period at least three times the length of the period of the education or training.

EXHIBIT 1

SERVICE COLLEGE LIST

DOMESTIC SERVICE COLLEGES:

Senior	Junior
College of Naval Warfare	College of Naval Command and Staff
Air War College	Air Command and Staff College
Army War College	Army Command and General Staff College
Industrial College of the Armed Forces	Marine Corps Command and Staff College
National War College	
USMC Top Level School	

FOREIGN SERVICE COLLEGES:

Senior	Junior
Argentine National Defense School	Argentine Naval War College
Australian College of Defense and Strategic Studies	Australian Command and Staff College
Indian National Defense College	Brazilian Naval War College
Inter-American Defense College	Canadian Forces Command and Staff College
Japanese National Institute for Defense Studies	Chilean Naval War College
NATO Defense College	French College Interarmees de Defense
Norwegian National Defense College	German General/Admiral Staff College
Pakistan National Defense College	Indian Defense Service Staff College
Royal College of Defense Studies	Italian Joint Staff War College
	Japanese Maritime Self Defense Force Staff College
	South African Navy C&S College
	U.K. Joint Services Command and Staff College
	Spanish Naval War College
	Uruguayan Naval War College
	Venezuelan Naval War College